



## LABOR RELATIONS

SEP 14 2005

DIVISION

# County of San Diego

## DEPARTMENT OF HUMAN RESOURCES

### LABOR RELATIONS DIVISION

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## LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY (DS UNIT)

### IN THE MATTER OF NEW HIRE LATERAL INCENTIVE PAY

- I. This attests to and records the agreement of the parties to add a provision to the MOA allowing for a monetary incentive for experienced deputy sheriffs hired into the Department.

#### ARTICLE 5. HOURS AND WORK PREMIUMS

#### ADD:

#### Section 17. New Hire Lateral Incentive Pay

*New hires who come into the Sheriff's Department from another public law enforcement agency on or after September 30, 2005 with external experience in law enforcement will receive lateral incentive pay of \$1,000 for each full year of external experience brought to the County of San Diego for up to five (5) years of experience or a maximum of \$5,000.*

*Lateral incentive pay for each full year of qualifying external law enforcement experience will be paid at the following intervals: incentive pay:*

- \$1,000 - Upon completion of the hiring process,***
- \$1,000 - At the successful completion of the applicable probationary period,***
- \$1,000 - Every year thereafter on employee's anniversary date, up to the \$5,000 maximum. An additional***

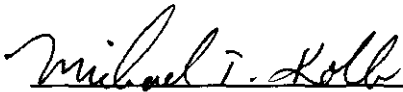
~~\$1,000 annually for each year served with the County of San Diego after completing the probationary period up to a maximum of three years for each year of law enforcement experience.~~

**\$5,000 maximum:** In no event will an employee receive more than the maximum of \$5,000 lateral incentive pay. See Attachment 1.

**Lateral Deputies who are hired into the Department will not be sent to the Academy. They will be assigned directly to the Law Enforcement Services Bureau, Court Services Bureau or Detention Services Bureau.**

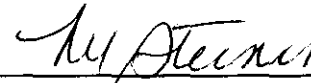
- II. Upon agreement by the Deputy Sheriffs' Association (DSA), this provision shall be effective upon the Board of Supervisor's approval and adoption of a Compensation Ordinance revision.

**FOR THE COUNTY OF SAN DIEGO:**

  
MICHAEL T. KOLB  
Labor Relations Manager

Date: 8-29-05

**FOR THE DEPUTY SHERIFFS'  
ASSOCIATION OF SAN DIEGO  
COUNTY (SM UNIT):**

  
FERN STEINER  
Attorney

Date: 9/08/05

## **Attachment 1**

### **Examples of New Hire Lateral Incentive Pay**

#### **Example 1:**

- Employee hired on October 1, 2005 from City of San Diego with two and one half (2 1/2) years of external law enforcement experience:
  - Lateral Incentive Pay:
    - Eligible for \$2,000
    - October 1, 2005: \$1,000 payment upon hire date
    - April 1, 2007: \$1,000 payment upon successful completion of 18 month probationary period.

#### **Example 2:**

- Employee hired on October 1, 2005 from City of San Diego with four (4) years eleven (11) months of external law enforcement experience:
  - Lateral Incentive Pay:
    - Eligible for \$4,000
    - October 1, 2005: \$1,000 payment upon hire date
    - April 1, 2007: \$1,000 payment upon successful completion of 18 month probationary period.
    - April 1, 2008 \$1,000 payment
    - April 1, 2009 \$1,000 payment

#### **Example 3:**

- Employee hired on October 1, 2005 from City of San Diego with seven (7) years one (1) month of external law enforcement experience:
  - Lateral Incentive Pay:
    - Eligible for \$5,000
    - October 1, 2005: \$1,000 payment upon hire date
    - April 1, 2007: \$1,000 payment upon successful completion of 18 month probationary period.
    - April 1, 2008 \$1,000 payment
    - April 1, 2009 \$1,000 payment
    - April 1, 2010 \$1,000 payment